

U.S. House of Representatives

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COMMITTEE ON POST OFFICE AND CIVIL SERVICE

OFFICE OF
THE SECRETARY OF DEFENSE

SUBCOMMITTEE ON CIVIL SERVICE

122 CANNON HOUSE OFFICE BUILDING

OCA 88-1143

Washington, DC 20515

TELEPHONE (202) 228-4028

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Fed Pers / OGA

Honorable Frank C. Carlucci
Secretary of Defense
The Pentagon
Washington, DC 20301

Dear Mr. Secretary:

Section 504 of the Intelligence Authorization Act for Fiscal Year 1987 (P.L. 99-569) authorized the Secretary of Defense to establish a separate personnel system for civilian intelligence personnel of the military departments. This authority for a separate personnel system was enacted for two purposes: (1) to permit better and more efficient management of a small number of intelligence personnel within the Department that would be possible under the constraints of the normal civil service system; and (2) to permit the military intelligence units to compete with other intelligence agencies in the recruitment and retention of personnel.

The military departments are now in the process of designating positions which are to be covered by the separate personnel system. I understand that, in some cases at least, the determination is being made to include all employees within a unit performing intelligence functions and not just employees engaged in intelligence work. Such broad inclusion is inappropriate and not supported by the legislative history. The report of the House Permanent Select Committee on Intelligence (H. Rept. 99-690, Part 1) specifically stated that the number of employees covered by the separate system would be "very small" and was estimated to include about 5,700 employees.

Of more immediate importance is the effect of the broad inclusion on the employees and on other functions of the Department. Employees within this separate personnel system will not have the same appeal and due process rights as they help in the competitive civil service. While this may be appropriate for personnel performing intelligence functions, it is not appropriate for support, clerical, technical, and administrative staff.

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The legislative authority permits the Department to pay individuals in the separate personnel system at higher rates than under the competitive civil service system. This is important to permit the military departments to compete with the intelligence agencies to recruit and retain intelligence professionals. However, the military intelligence units compete with other Defense Department units for support, clerical, technical, and administrative staff. To permit the military intelligence units to pay higher rates for these individuals would make it more difficult for other DoD units to recruit and retain qualified personnel.

For these reasons -- legislative intent, employee rights, internal competition -- I urge you to act to ensure that only those positions which involve the performance of intelligence functions are designated to be placed in the separate personnel system. I request that you inform me of any actions you take as a result of this letter.

With kind regards,

Sincerely yours,


PAT SCHROEDER
Chairwoman

cc. The Honorable Louis Stokes, Chairman
House Permanent Select Committee on Intelligence